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ABSTRACT

This report contains data collected from 275 Pennsylvania school districts for the 1977-78 school year. The data reflect policies and practices affecting fringe benefits for professional employees. The report is divided into three major sections. The first section presents comparative data for 30 variables on a statewide, size, and wealth basis. The second examines each variable on a regional basis. The third deals with the interaction of the control variables, district size and wealth, with the dependent variable, fringe benefits. The data concerning insurance coverage indicate that most school districts provide hospitalization and life insurance coverage. The percent of school districts providing dental coverage has increased. Visual coverage was provided by relatively few districts. Graduate study reimbursement tended to be reported by roughly three-fourths of the school districts. Leave usage has increased and varies by regions and by size and wealth of districts. (Author/IRT)

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Analysis

of

Professional

Fringe Benefits

1977-78

William E. Caldwell

James J. Vater

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EA 010 557

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FOREWORD

This report contains data collected from 275 school districts in Pennsylvania for the 1977-1978 school year. The data reflect policies and practices affecting fringe benefits for professional employees.

This monograph is the second in a series of three reports which extends the data presented in the Annual Financial Analysis for Pennsylvania Schools. This report is divided into three major sections. The first section presents comparative data for each variable on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section of this report deals with the interaction of the control variables size and wealth with the dependent variables of fringe benefits.

The first monograph in this series examined salary and staffing patterns for professional employees. The third monograph will examine staff, salaries, and fringe benefits for nonprofessional employees. It is felt that the utility and storage of the data is improved over previous years, because the examination of each variable by size and wealth is now included in these reports. Thus, we have reorganized all of the data previously published in four reports into three monographs. We hope that this new format enables administrators to have easier access to the information.

The Pennsylvania School Study Council is grateful to the participating superintendents and their staff members for supplying the data which made this study possible.

William E. Caldwell
Executive Director

James J. Vater
Assistant to the Director

INTRODUCTION

OMNI reports dealing with professional and nonprofessional data have been combined into three major reports for 1977-1978. This is the second report which presents an analysis of professional fringe benefits. State and regional analyses of variables are based on the same theoretical framework as in previous years. An effort was made to provide a comprehensive analysis of fringe benefit variables.

A major portion of the report was based on an analysis of variables using the 1st, 25th, 50th (median), 75th, and 99th percentiles along with the calculated mean and sample size (n). Sample size indicated the number of districts reporting for a variable and/or districts not having data on a specific variable. For example, the sample size was low for the districts paying visual insurance premiums.

Data were collected from 275 employer units for the analysis of professional fringe benefits. Thirty variables were analyzed on a state and regional basis.

The data concerning insurance coverage indicated that most school districts provide hospitalization and life insurance coverage. The percent of school districts providing dental coverage has increased for both individual and family plans. Visual coverage for either individual or family plans was provided by relatively few school districts. Regional analyses confirm that some regions appeared to be pacesetters in providing insurance coverage.

A review of insurance premiums paid annually revealed a wide range. This range between the maximum and minimum paid was due to varying benefit coverages and varying rates charged by carriers. Again, the premiums paid for dental, visual, and income protection reflect only districts providing that coverage.

Graduate study reimbursement tended to be reported by roughly three-fourths of the school districts. This frequency of response may reflect the use of new alternatives or the failure of some administrators to report the data.

The number of personal days provided was similar to last year. However, data was collected to determine the number of these days that require prior administrative approval. This information is contained in Table 16.

Finally, leave usage has increased, and varies by regions, sizes, and wealths. Note: Leave usage was calculated for 1976-1977 while all other statistical analyses in this publication were for 1977-1978. Location of employees by region has an impact on the number of leave days provided and used per employee. Specifically, larger school districts and highly populated regions have a significantly higher leave usage per year than rural or semirural regions. Leave usage 1976-1977 was calculated by dividing the number of days used by the number of professional employees for each ratio. The data sources are documented as footnotes to the leave usage tables.

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TABLE 1

Percent of School Districts Providing Insurance Coverage, State Totals

Type	Percent of School Districts with Benefit	Percent of School Districts with no Benefit
Hospitalization, Major Medical, Individual	96.35	3.65
Hospitalization, Major Medical, Family	89.42	10.58
Life, Individual	82.48	17.52
Dental, Individual	56.2	43.8
Dental, Family	35.04	64.96
Visual, Individual	2.56	97.44
Visual, Family	.73	99.27

n = 274

TABLE 2

Percent of School Districts Providing Insurance Coverage by Size and Wealth

Size	Hosp. Indiv.	Hosp. Family	Life Indiv.	Dental Indiv.	Dental Family	Visual Indiv.	Visual Family
1	97.14	85.71	77.14	48.57	34.29	0	0
2	97.06	88.24	76.47	52.94	29.41	0	0
3	97.14	94.29	77.14	57.14	37.14	2.86	2.86
4	97.22	88.89	77.79	58.33	33.33	2.78	0
5	94.12	88.24	82.35	47.06	32.35	0	0
6	100.00	97.06	91.18	52.94	14.71	8.82	2.94
7	90.91	90.91	96.97	63.67	48.49	3.03	0
8	96.97	81.82	81.82	69.70	51.52	3.03	0
MEAN	96.35	89.42	82.48	56.20	35.04	2.56	0.73

TABLE 2 (continued)

Wealth	Hosp. Indiv.	Hosp. Family	Life Indiv.	Dental Indiv.	Dental Family	Visual Indiv.	Visual Family
1	96.97	84.85	72.73	57.58	36.36	3.03	3.03
2	94.12	88.26	88.26	61.77	50.00	0	0
3	97.06	85.29	82.35	64.71	41.18	0	0
4	93.94	93.94	87.88	57.58	36.36	0	0
5	97.30	89.19	81.08	62.16	35.14	5.41	0
6	94.29	85.71	82.86	54.29	31.43	5.71	0
7	97.14	91.43	82.86	51.43	20.00	2.86	2.86
8	100.00	96.97	81.82	39.39	30.30	3.03	0
MEAN	96.35	89.42	82.48	56.20	35.04	2.56	0.73

TABLE 3

Maximum Insurance Premiums Paid per Employee Annually
by School Districts, State Totals

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$1,005	$804	$674	$616	$203	$693	262
Dental	$ 549	$216	$140	$ 75	$ 31	$167	159[a]
Visual	$ 66	$ 25	$ 22	$ 20	$ 19	$ 34	9[a]
Life	$ 128	$ 48	$ 36	$ 27	$ 12	$ 38	226
Income Protection	$ 262	$ 78	$ 59	$ 48	$ 15	$ 73	56[a]
Prescription Drug	$ 156	$ 96	$ 79	$ 55	$ 32	$ 83	14[a]
Total All Premiums Paid	$1,367	$1,009	$824	$685	$256	$841	268

[a]This distribution included only districts providing the employee benefit.

TABLE 4

Mean Maximum Insurance Premiums Paid per Employee Annually
by District Size and Wealth

Size	Hospitalization	Dental Premium[a]	Visual Premium[a]	Life Insurance	Disability Premium[a]	Prescription	Total Insurance
1	$706	$184	0	$32	$79	$110	$844
2	$701	$155	0	$39	$59	$108	$825
3	$691	$189	$53	$37	$56	0	$833
4	$696	$125	$24	$35	$57	$ 67	$823
5	$668	$183	0	$32	$67	$ 62	$822
6	$638	$146	$36	$38	$64	$ 92	$771
7	$714	$138	$25	$41	$109	0	$890
8	$734	$152	$33	$63	$81	$ 88	$927
MEAN	$693	$167	$34	$38	$73	$ 83	$841

Wealth	Hospitalization	Dental Premium[a]	Visual Premium[a]	Life Insurance	Disability Premium[a]	Prescription	Total Insurance
1	$681	$153	$53	$46	$77	$87	$861
2	$687	$167	$57	$43	$58	0	$873
3	$723	$134	$22	$41	$98	0	$902
4	$660	$176	0	$36	$82	0	$813
5	$702	$158	$24	$34	$74	$83	$849
6	$692	$148	$22	$42	$64	$82	$856
7	$679	$136	$66	$36	$71	$74	$792
8	$710	$211	$19	$32	$70	$101	$847
MEAN	$693	$167	$34	$38	$73	$83	$841

[a]Means were calculated for districts providing this coverage and did not include districts not providing specified benefits.

TABLE 5

Face Value of Life Insurance Coverage, State Totals

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$40,000	$14,000	$10,000	$10,000	$3,000	$11,629	251

TABLE 6

Mean Face Value of Life Insurance Coverage
by District Size and Wealth

Size		Wealth	
1	$ 9,286	1	$12,759
2	$11,452	2	$12,529
3	$11,839	3	$12,483
4	$10,781	4	$11,484
5	$11,063	5	$11,029
6	$11,000	6	$11,258
7	$12,485	7	$10,906
8	$14,813	8	$10,700
MEAN	$11,629	MEAN	$11,629

TABLE 7

District Retirement Bonuses Granted by Districts
Offering this Benefit, State Totals

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$7,074	$1,600	$1,050	$937	$200	$1,348	231

TABLE 8

Mean Retirement Bonuses Granted by District Size and Wealth for Districts Offering this Benefit

Size		Wealth	
1	$1,263	1	$1,715
2	$1,153	2	$1,495
3	$1,144	3	$1,455
4	$1,119	4	$1,457
5	$1,309	5	$1,354
6	$1,146	6	$1,107
7	$1,529	7	$1,129
8	$2,201	8	$1,045
MEAN	$1,348	MEAN	$1,348

TABLE 9

Graduate Study Reimbursement, State Totals

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	15	12	3	193
Dollars Per Credit	Unlimited	$50	$43	$34	$10	192
Maximum Reimbursement Per Year	Unlimited	Unlimited	$600	$400	$120	211

TABLE 10

Median Graduate Study Reimbursement
by District Size and Wealth

Size	Number of Credits per Year	Dollars Per Credit	Max. Reimbursement Per Year
1	15	$44	$600
2	15	$43	$630
3	15	$42	$720
4	12	$45	$480
5	12	$42	$540
6	15	$33	$540
7	12	$40	$525
8	12	$45	$660
Median	15	$43	$600

Wealth	Number of Credits per Year	Dollars Per Credit	Max. Reimbursement Per Year
1	15	$50	$600
2	15	$42	$600
3	12	$43	$600
4	12	$40	$400
5	15	[illegible]	$540
6	12	$45	$540
7	15	$41	$600
8	12	$35	$600
Median	15	$43	$600

TABLE 11

Length of School Year, State Totals

Pupils	Teachers
185 days - 5 districts	190 days - 17 districts
184 days - 12 districts	189 days - 2 districts
183 days - 11 districts	188 days - 13 districts
182 days - 31 districts	187 days - 16 districts
181 days - 18 districts	186 days - 11 districts
180 days -197 districts	185 days - 72 districts
	184 days - 44 districts
	183 days - 53 districts
	182 days - 34 districts
	181 days - 5 districts
	180 days - 7 districts

TABLE 12

Mean Length of School Year by District Size and Wealth

Size	Pupil Days	Teacher Days	Wealth	Pupil Days	Teacher Days
1	180.0	184.2	1	181.4	187.3
2	180.4	183.7	2	181.3	186.8
3	180.4	185.2	3	181.4	185.9
4	180.9	184.9	4	180.5	184.5
5	180.7	185.5	5	180.2	184.8
6	180.6	185.6	6	180.5	184.8
7	180.5	186.2	7	180.3	186.9
8	181.9	187.1	8	180.0	183.8
MEAN	181.7	185.5	MEAN	181.7	185.5

TABLE 13

Length of School Day, State Totals

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.0 hours	7.0 hours
1st% ile	5.0 hours	5.0 hours
Mean	7.25 hours	7.29 hours

TABLE 14

Mean Length of School Day by District Size and Wealth

Size	Elementary Teacher Hours	Secondary Teacher Hours	Wealth	Elementary Teacher Hours	Secondary Teacher Hours
1	7.23	7.24	1	7.22	7.28
2	7.16	7.22	2	7.23	7.33
3	7.17	7.21	3	7.24	7.29
4	7.23	7.26	4	7.36	7.39
5	7.33	7.40	5	7.29	7.35
6	7.32	7.40	6	7.11	7.18
7	7.38	7.38	7	7.14	7.11
8	7.19	7.21	8	7.42	7.42
MEAN	7.25	7.29	MEAN	7.25	7.29

TABLE 15

Leave Benefits, State Totals

Sick Days per Year	Other (Emergency, Professional, Religious, etc.)
20 days - 2 districts	9 days - 2 districts
15 days - 4 districts	8 days - 2 districts
14 days - 1 district	7 days - 2 districts
13 days - 0 districts	6 days - 1 district
12 days - 7 districts	5 days - 7 districts
11 days - 3 districts	4 days - 9 districts
10 days - 257 districts	3 days - 25 districts
	2 days - 46 districts
	1 day - 45 districts
	No days- 135 districts

TABLE 16

Personal Days, State Totals

Number of Days	Number of Personal Days Requiring Prior Approval
6 days - 1 district	5 days - 2 districts
5 days - 1 district	4 days - 4 districts
4 days - 6 districts	3 days - 20 districts
3 days - 36 districts	2 days - 80 districts
2 days - 111 districts	1 days - 58 districts
1 day - 80 districts	No Days- 110 districts
No Days- 39 districts	

TABLE 17

Mean Leave Benefits Provided by District Size and Wealth

Size	Sick	Personal	Other	Prior Approval	Wealtn	Sick	Personal	Other	Prior Approval
1	10.14	2.6	2.24	1.0	1	10.36	1.97	0.79	1.15
2	10.12	1.58	1.03	1.0	2	10.03	1.65	1.32	1.09
3	10.34	1.51	1.26	1.17	3	10.09	1.62	1.15	1.21
4	10.11	1.44	1.22	1.0	4	10.62	1.32	1.53	0.88
5	10.18	1.59	1.21	1.29	5	10.24	1.73	1.51	1.19
6	10.06	1.66	1.09	0.86	6	10.29	1.66	0.86	1.23
7	10.06	1.64	1.0	1.06	7	10.0	1.71	1.26	1.06
8	10.47	1.94	1.65	1.47	8	10.16	1.31	1.41	1.06
MEAN	10.22	1.62	1.23	1.11	MEAN	10.22	1.62	1.23	1.11

TABLE 18

Leave Usage Per Employee, 1976-77, State Totals[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	13.27	7.12	6.03	4.96	1.67	6.16	256
Personal Days	3.33	1.78	1.17	.87	.06	1.32	227
Other Days	6.89	1.36	.85	.45	.02	1.09	207
Total Days	17.60	9.38	7.97	6.75	1.75	8.15	258

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

TABLE 19

Mean Leave Usage Per Employee, 1976-77 by District Size and Wealth

Size	Sick Days	Personal Days	Other Days	Wealth	Sick Days	Personal Days	Other Days
1	5.55	1.22	1.02	1	6.38	1.65	1.40
2	6.24	1.47	1.30	2	6.35	1.37	1.35
3	6.27	1.19	.99	3	6.40	1.20	.88
4	5.97	1.36	1.06	4	6.03	1.19	.82
5	5.75	1.24	.99	5	6.62	1.32	1.17
6	5.84	1.28	.93	6	5.73	1.30	1.00
7	6.88	1.38	1.16	7	5.82	1.42	1.12
8	6.71	1.45	1.25	8	5.71	1.08	1.01
MEAN	6.16	1.32	1.09	MEAN	6.16	1.32	1.09

REGION 1

TABLE 20

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	93.1%	6.9%
Life, Individual	82.8%	17.2%
Dental, Individual	93.1%	6.9%
Dental, Family	44.8%	55.2%
Visual, Individual	6.9%	93.1%
Visual, Family	0.0%	100.0%

n = 29

TABLE 21

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	Unlimited	$841	$724	$652	$555	$746	29
Dental	Unlimited	$216	$ 81	$ 63	$ 54	$155	27
Visual	$ 25	$ 24	$ 24	$ 24	$ 24	$ 24.50	2[a]
Life	$ 61	$ 46	$ 35	$ 30	$ 13	$ 39	24
Prescription Drugs	$ 61	$ 61	$ 61	$ 61	$ 61	$ 61	1[a]
Income Protection	$ 97	$ 84	$ 54	$ 53	$ 53	$ 72	4[a]
Total All Premiums Paid	$1,367	$996	$928	$754	$655	$928	28

[a]This distribution included only districts providing the employee benefit.

REGION 1

TABLE 22

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$22,000	$15,000	$12,000	$10,000	$5,000	$13,276	29

TABLE 23

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$4,000	$1,625	$1,350	$1,000	$ 500	$1,476	22

TABLE 24

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	30	15	12	6	18
Dollars Per Credit	$ 65	$ 55	$ 45	$ 35	$ 10	18
Maximum Reimbursement Per Year	Unlimited	$780	$540	$400	$200	21

REGION 1

TABLE 25

Length of School Year

Pupils	Teachers
184 days - 1 district	190 days - 1 district
182 days - 1 district	185 days - 4 districts
181 days - 0 districts	184 days - 9 districts
180 days - 27 districts	183 days - 10 districts
	182 days - 4 districts
	181 days - 0 districts
	180 days - 1 district

TABLE 26

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.0 hours	7.0 hours
1st% ile	6.3 hours	6.3 hours
Mean	7.3 hours	7.4 hours

n = 29

TABLE 27

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
15 days - 1 district	3 days - 5 districts
14 days - 0 districts	2 days - 3 districts
13 days - 0 districts	1 day 5 districts
12 days - 1 district	No days - 16 districts
11 days - 0 districts	
10 days 27 districts	

REGION 1

TABLE 28

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
4 days - 1 district	4 days - 1 district
3 days - 1 district	3 days - 3 district
2 days - 10 districts	2 days - 13 districts
1 day - 4 districts	1 day - 7 districts
No days - 13 districts	No days - 5 districts

TABLE 29

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	10.79	7.23	5.97	4.95	4.06	6.37	26
Personal Days	2.07	1.21	.93	.74	.39	1.10	21
Other Days	2.76	1.68	1.16	.37	.02	1.12	20
Total Days	10.99	9.50	7.98	6.70	4.93	8.12	26

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 2

TABLE 30

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	88.5%	11.5%
Hospitalization, Major Medical Family	76.9%	23.1%
Life, Individual	88.5%	11.5%
Dental, Individual	76.9%	23.1%
Dental, Family	53.8%	46.2%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 26

TABLE 31

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$937	$877	$877	$877	$557	$853	24
Dental	$329	$215	$140	$ 60	$ 47	$155	24
Visual	$ 57	$ 57	$ 57	$ 57	$ 57	$ 57	1[a]
Life	$128	$ 62	$ 50	$ 42	$ 37	$ 61	23
Income	$109	$ 65	$ 48	$ 24	$ 15	$ 52	8[a]
Prescription Drug	0	0	0	0	0	0	0
Total All Premiums Paid	$1,309	$1,143	$1,073	$999	$287	$1,005	25

[a]This distribution included only districts providing the employee benefit.

REGION 2

TABLE 32

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$40,000	$18,000	$15,000	$14,000	$10,000	$17,320	25

TABLE 33

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$5,000	$1,950	$1,080	$1,000	$ 525	$1,719	24

TABLE 34

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	12	9	6	15
Dollars Per Credit	$62	$50	$37	$34	$15	12
Maximum Reimbursement Per Year	Unlimited	$930	$500	$305	$210	14

REGION 2

TABLE 35

Length of School Year

Pupils	Teachers
184 days - 6 districts	190 days - 12 districts
183 days - 2 districts	189 days - 0 districts
182 days - 11 districts	188 days - 3 districts
181 days - 3 districts	187 days - 4 districts
180 days - 4 districts	186 days - 1 district
	185 days - 4 districts
	184 days - 2 districts

TABLE 36

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.0 hours	7.0 hours
1st% ile	7.0 hours	7.0 hours
Mean	7.4 hours	7.4 hours

n = 25

TABLE 37

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
12 days - 0 districts	5 days - 1 district
11 days - 0 districts	4 days - 0 districts
10 days - 26 districts	3 days - 1 district
	2 days - 2 districts
	1 day - 4 districts
	No days - 18 districts

REGION 2

TABLE 38

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
4 days - 1 district	4 days - 1 district
3 days - 7 districts	3 days - 9 districts
2 days - 6 districts	2 days - 7 districts
1 day - 4 districts	1 day - 4 districts
No days - 8 districts	No days - 5 districts

TABLE 39

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	11.46	7.92	7.03	6.19	4.58	7.44	22
Personal Days	3.28	2.31	1.70	.96	.47	1.63	20
Other Days	2.33	1.28	.89	.39	.02	1.06	14
Total Days	15.41	9.80	8.91	7.18	1.75	9.18	23

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 3

TABLE 40

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	94.4%	5.6%
Hospitalization, Major Medical, Individual	94.4%	5.6%
Life, Individual	88.9%	11.1%
Dental, Individual	94.4%	5.6%
Dental, Family	66.7%	33.3%
Visual, Individual	0	100.0%
Visual, Family	0	100.0%

n = 18

TABLE 41

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$936	$870	$765	$657	$617	$787	18
Dental	$299	$174	$132	$ 86	$ 39	$157	17
Visual	0	0	0	0	0	0	1[a]
Life	$ 74	$ 63	$ 50	$ 33	$ 24	$ 50	16
Prescription	$156	$ 87	$ 87	$ 87	$ 87	$122	2[a]
Income Protection	$240	$ 96	$ 63	$ 48	$ 48	$124	5[a]
Total All Premiums Paid	$1,316	$1,110	$1,012	$903	$779	$1,029	18

[a]This distribution included only districts providing the employee benefit.

REGION 3

TABLE 42

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$20,000	$15,000	$13,000	$11,000	$7,000	$13,412	17

TABLE 43

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$3,500	$2,000	$1,425	$1,200	$1,000	$1,828	15

TABLE 44

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	30	10	6	12
Dollars	$62	$32	$25	$19	$15	14
Maximum Reimbursement Per Year	Unlimited	Unlimited	$600	$275	$150	13

REGION 3

TABLE 45

Length of School Year

Pupils	Teachers
181 days - 2 districts	185 days - 3 districts
180 days - 16 districts	184 days - 5 districts
	183 days - 5 districts
	182 days - 4 districts
	180 days - 1 district

TABLE 46

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.5 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.3 hours	7.3 hours
1st% ile	7.0 hours	7.0 hours
Mean	7.4 hours	7.4 hours

n = 18

TABLE 47

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
12 days - 1 district	7 days - 1 district
11 days - 0 districts	6 days - 0 districts
10 days - 17 districts	5 days - 0 districts
	4 days - 0 districts
	3 days - 4 districts
	2 days - 4 districts
	1 day - 2 districts
	No days - 7 districts

REGION 3

TABLE 48

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
3 days - 2 districts	3 days - 4 districts
2 days - 4 districts	2 days - 5 districts
1 day - 5 districts	1 day - 6 districts
No days - 7 districts	No days - 3 districts

TABLE 49

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	13.27	7.66	7.01	6.30	4.27	7.68	17
Personal Days	2.32	1.65	1.07	.48	.06	1.20	15
Other Days	2.05	.94	.35	.28	.07	.74	13
Total Days	14.45	9.41	8.69	7.60	5.05	9.31	17

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 4

TABLE 50

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	96.5%	3.5%
Life, Individual	89.7%	10.3%
Dental, Individual	44.8%	55.2%
Dental, Family	27.6%	72.4%
Visual, Individual	3.5%	96.5%
Visual, Family	0.0%	100.0%

n = 29

TABLE 51

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$912	$752	$672	$656	$219	$702	29
Dental	$364	$201	$120	$108	$ 39	$162	13[a]
Visual	$ 19	$ 19	$ 19	$ 19	$ 19	$ 19	1[a]
Life	$100	$ 37	$ 31	$ 26	$ 13	$ 34	25
Prescription Drug	$114	$106	$ 87	$ 32	$ 32	$ 85	4[a]
Income Protection	$ 57	$ 48	$ 45	$ 36	$ 28	$ 45	9[a]
Total All Premiums Paid	$1,159	$937	$824	$735	$256	$831	29

[a]This distribution included only districts providing the employee benefit.

REGION 4

TABLE 52

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$15,000	$11,000	$10,000	$8,000	$5,000	$9,778	27

TABLE 53

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$1,600	$1,000	$937	$700	$350	$905	24

TABLE 54

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	18	12	8	25
Dollars Per Credit	$85	$62	$50	$45	$31	27
Maximum Reimbursement Per Year	Unlimited	Unlimited	Unlimited	$600	$320	25

REGION 4

TABLE 55

Length of School Year

Pupils	Teachers
182 days - 1 district	185 days - 12 districts
181 days - 1 district	184 days - 2 districts
180 days - 27 districts	183 days - 8 districts
	182 days - 5 districts
	181 days - 2 districts

TABLE 56

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.8 hours	7.8 hours
75% ile	7.5 hours	7.5 hours
Median	7.0 hours	7.3 hours
25% ile	6.8 hours	7.0 hours
1st% ile	5.5 hours	5.5 hours
Mean	7.1 hours	7.2 hours

n = 29

TABLE 57

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
12 days - 1 district	5 days - 2 districts
11 days - 0 districts	4 days - 1 district
10 days - 28 districts	3 days - 2 districts
	2 days - 4 districts
	1 day - 6 districts
	No days- 14 districts

REGION 4

TABLE 58

Length of School Year

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
5 days - 1 district	4 days - 2 districts
4 days - 1 district	3 days - 2 districts
3 days - 2 districts	2 days - 7 districts
2 days - 5 districts	1 day - 14 districts
1 day - 10 districts	No days - 4 districts
No days - 10 districts	

TABLE 59

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	8.44	6.03	5.01	3.80	.04	5.13	29
Personal Days	2.53	1.09	.95	.66	.01	1.07	26
Other Days	2.68	1.24	.67	.38	.01	.92	27
Total Days	11.16	8.22	7.11	5.76	.05	6.94	29

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 5

TABLE 60

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	92.3%	7.7%
Hospitalization, Major Medical, Family	92.3%	7.7%
Life, Individual	65.4%	34.6%
Dental, Individual	61.5%	38.5%
Dental, Family	22.1%	77.9%
Visual, Individual	7.7%	92.3%
Visual, Family	3.8%	96.2%

n = 26

TABLE 61

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$999	$798	$728	$632	$531	$725	24
Dental	$509	$182	$115	$ 88	$ 73	$171	13[a]
Visual	$ 53	$ 22	$ 20	$ 20	$ 20	$ 32	3[a]
Life	$ 67	$ 40	$ 29	$ 25	$ 13	$ 35	17
Income Protection	$ 75	$ 68	$ 61	$ 46	$ 46	$ 63	4[a]
Total All Premiums Paid	$1,221	$936	$819	$742	$577	$856	24

[a]This distribution included only districts providing the employee benefit.

REGION 5

TABLE 62

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$20,000	$13,000	$10,000	$10,000	$8,000	$12,042	24

TABLE 63

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$3,000	$1,800	$1,000	$750	$300	$1,304	24

TABLE 64

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	30	12	12	6	12
Dollars Per Credit	$65	$50	$41	$31	$30	11
Maximum Reimbursement Per Year	Unlimited	$750	$700	$492	$186	12

REGION 3

TABLE 65

Length of School Year

Pupils	Teachers
184 days - 1 district	186 days - 2 districts
183 days - 0 districts	185 days - 10 districts
182 days - 7 districts	184 days - 6 districts
181 days - 1 district	183 days - 6 districts
180 days - 17 districts	182 days - 2 districts

TABLE 66

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.5 hours
75% ile	7.3 hours	7.3 hours
Median	7.2 hours	7.2 hours
25% ile	6.2 hours	6.5 hours
1st% ile	5.0 hours	5.0 hours
Mean	6.8 hours	6.9 hours

n = 26

TABLE 67

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
14 days - 1 district	9 days - 1 district
12 days - 0 districts	3 days - 2 districts
11 days - 0 districts	2 days - 2 districts
10 days - 25 districts	1 day - 2 districts
	No days - 19 districts

REGION 5

TABLE 68

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
3 days - 2 districts	4 days - 1 district
2 days - 12 districts	3 days - 4 districts
1 day - 2 districts	2 days - 17 districts
No days- 10 districts	1 day - 3 districts
	No days - 1 district

TABLE 69

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	11.61	7.76	6.70	5.61	4.08	7.05	24
Personal Days	3.06	1.91	1.52	1.10	.84	1.65	23
Other Days	6.89	1.89	.95	.46	.02	1.63	16
Total Days	17.60	10.55	8.75	7.73	6.90	9.72	24

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 6

TABLE 70

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	83.9%	16.1%
Life, Individual	87.1%	12.9%
Dental, Individual	80.6%	19.4%
Dental, Family	80.6%	19.4%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 31

TABLE 71

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$1,005	$768	$730	$635	$478	$724	30
Dental	$ 549	$263	$211	$105	$ 28	$207	30
Visual	0	0	0	0	0	0	0
Life	$ 72	$ 44	$ 38	$ 30	$ 20	$ 40	27
Prescription Drug	$ 96	$ 79	$ 79	$ 79	$ 79	$ 88	2[a]
Income Protection	$ 105	$ 79	$ 66	$ 60	$ 45	$ 72	12[a]
Total All Premiums Paid	$1,353	$1,125	$988	$812	$376	$980	31

[a]This distribution included only districts providing the employee benefit.

REGION 6

TABLE 72

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$18,000	$14,000	$12,000	$10,000	$7,000	$12,097	31

TABLE 73

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$7,074	$2,000	$1,400	$1,000	$395	$1,872	27

TABLE 74

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	12	9	9	3	21
Dollars Per Credit	Unlimited	$60	$46	$35	$25	20
Maximum Reimbursement Per Year	Unlimited	$600	$450	$300	$193	24

REGION 6

TABLE 75

Length of School Year

Pupils	Teachers
185 days - 4 districts	189 days - 1 district
184 days - 4 districts	188 days - 9 districts
183 days - 5 districts	187 days - 9 districts
182 days - 5 districts	186 days - 5 districts
181 days - 2 districts	185 days - 2 districts
180 days - 11 districts	184 days - 4 districts
	183 days - 1 district

TABLE 76

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.8 hours	7.8 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.3 hours
25% ile	7.0 hours	7.0 hours
1st% ile	5.5 hours	5.7 hours
Mean	7.2 hours	7.2 hours

n = 31

TABLE 77

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
20 days - 1 district	6 days - 1 district
15 days - 1 district	5 days - 1 district
14 days - 0 districts	4 days - 1 district
13 days - 0 districts	3 days - 0 districts
12 days - 1 district	2 days - 7 districts
11 days - 1 district	1 day - 3 districts
10 days - 27 district	No days - 18 districts

REGION 6

TABLE 78

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
3 days - 4 districts	4 days - 1 district
2 days - 8 districts	3 days - 6 districts
1 day - 7 districts	2 days - 12 districts
No days - 12 districts	1 day - 8 districts
	No days - 4 districts

TABLE 79

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	9.15	6.92	6.04	5.08	1.88	6.19	28
Personal Days	2.53	1.78	1.04	.80	.08	1.28	25
Other Days	3.44	2.03	1.32	.56	.14	1.42	24
Total Days	13.52	10.17	8.26	7.23	2.24	8.55	28

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 7

TABLE 80

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	92.9%	7.1%
Hospitalization, Major Medical, Family	85.7%	14.3%
Life, Individual	92.9%	7.1%
Dental, Individual	64.3%	35.7%
Dental, Family	21.4%	78.6%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 14

TABLE 81

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$671	$608	$524	$410	$203	$508	14
Dental	$174	$ 48	$ 42	$ 31	$ 31	$ 71	9[a]
Visual	0	0	0	0	0	0	0
Life	$ 45	$ 28	$ 27	$ 19	$ 16	$ 27	13
Prescription Drug	0	0	0	0	0	0	0
Income Protection	$ 26	$ 26	$ 26	$ 26	$ 26	$ 26	1[a]
Total All Premiums Paid	$741	$698	$627	$430	$263	$585	14

[a]This distribution included only districts providing the employee benefit.

REGION 7

TABLE 82

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$11,000	$10,000	$7,000	$7,000	$5,000	$8,357	14

TABLE 83

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$1,800	$1,700	$750	$600	$550	$973	11

TABLE 84

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	12	12	12	12	5[a]
Dollars Per Credit	$62	$60	$42	$42	$42	3[a]
Maximum Reimbursement Per Year	Unlimited	$675	$504	$400	$300	12

[a]Low sample size indicated that districts did not report on the variable noted or did not have the benefit variable.

REGION 7

TABLE 85

Length of School Year

Pupils	Teachers
185 days - 1 district	190 days - 1 district
184 days - 0 districts	189 days - 1 district
183 days - 2 districts	188 days - 0 districts
182 days - 1 district	187 days - 0 districts
181 days - 0 districts	186 days - 0 districts
180 days - 10 districts	185 days - 10 districts
	184 days - 1 district
	180 days - 1 district

TABLE 86

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.8 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.5 hours
25% ile	6.5 hours	7.0 hours
1st% ile	6.5 hours	6.5 hours
Mean	7.2 hours	7.3 hours

n = 14

TABLE 87

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
20 days - 1 district	4 days - 2 districts
12 days - 0 districts	3 days - 1 district
11 days - 0 districts	2 days - 5 districts
10 days - 13 districts	1 day - 2 districts
	No days - 4 districts

REGION 7

TABLE 88

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
2 days - 2 districts	2 days - 5 districts
1 day - 2 districts	1 day - 3 districts
No days - 10 districts	No days - 6 districts

TABLE 89

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	7.52	5.78	5.10	4.49	2.78	5.26	14
Personal Days	1.79	1.25	.87	.21	.20	1.04	10
Other Days	1.75	.96	.51	.36	.15	.80	13
Total Days	9.83	7.83	6.62	4.93	4.00	6.75	14

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 8

TABLE 90

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	96.7%	3.3%
Life, Individual	83.3%	16.7%
Dental, Individual	26.7%	73.3%
Dental, Family	20.0%	80.0%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 30

TABLE 91

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$999	$600	$551	$446	$388	$564	30
Dental	$237	$120	$ 90	$ 66	$ 42	$119	8[a]
Visual	0	0	0	0	0	0	0
Life	$ 75	$ 42	$ 26	$ 18	$ 12	$ 32	24
Prescription Drug	0	0	0	0	0	0	0
Income Protection	$262	$ 98	$ 98	$ 98	$ 98	$180	2[a]
Total All Premiums Paid	$1,182	$745	$612	$550	$406	$661	29

[a]This distribution included only districts providing the employee benefit.

REGION 8

TABLE 92

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$15,000	$10,000	$8,000	$5,000	$3,000	$8,720	25

TABLE 93

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$4,355	$1,500	$1,000	$1,000	$500	$1,443	23

TABLE 94

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	18	12	9	25
Dollars Per Credit	$75	$45	$42	$35	$10	26
Maximum Reimbursement Per Year	Unlimited	Unlimited	$720	$480	$120	26

REGION 8

TABLE 95

Length of School Year

Pupils	Teachers
185 days - 0 districts	190 days - 3 districts
184 days - 0 districts	187 days - 2 districts
183 days - 1 district	186 days - 3 districts
182 days - 5 districts	185 days - 17 districts
181 days - 8 districts	184 days - 4 districts
180 days - 16 districts	183 days - 1 district

TABLE 96

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	8.0 hours	8.0 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.3 hours	7.2 hours
1st% ile	6.5 hours	6.5 hours
Mean	7.4 hours	7.4 hours

n = 30

TABLE 97

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
15 days - 1 district	8 days - 1 district
11 days - 1 district	7 days - 1 district
10 days - 28 districts	6 days - 0 districts
	5 days - 0 districts
	4 days - 1 district
	3 days - 1 district
	2 days - 6 districts
	1 day - 7 districts
	No days - 13 districts

REGION 8

TABLE 98

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
4 days - 1 district	3 days - 2 districts
2 days - 15 districts	2 days - 17 districts
1 day - 6 districts	1 day - 8 districts
No days - 8 districts	No days - 3 districts

TABLE 99

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	10.04	6.21	5.33	4.41	1.67	5.52	29
Personal Days	2.48	1.86	1.33	.87	.22	1.44	27
Other Days	4.79	1.12	.75	.35	.13	.97	26
Total Days	12.75	8.69	7.34	6.31	4.21	7.73	29

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 9

TABLE 100

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	96.4%	3.6%
Hospitalization, Major Medical, Family	72.0%	28.0%
Life, Individual	72.0%	28.0%
Dental, Individual	32.0%	68.0%
Dental, Family	8.0%	92.0%
Visual, Individual	8.0%	92.0%
Visual, Family	4.0%	96.0%

n = 25

TABLE 101

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$771	$672	$575	$505	$384	$607	21
Dental	$390	$108	$ 75	$ 62	$ 62	$133	7[a]
Visual	$ 66	$ 22	$ 22	$ 22	$ 22	$ 44	2[a]
Life	$ 81	$ 41	$ 29	$ 23	$ 13	$ 35	18
Prescription Drug	$ 68	$ 61	$ 61	$ 61	$ 61	$ 65	2[a]
Income Protection	$150	$ 55	$ 48	$ 9	$ 9	$ 61	6[a]
Total All Premiums Paid	$1,177	$803	$698	$556	$384	$706	20

[a]This distribution included only districts providing the employee benefit.

REGION 9

TABLE 102

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$15,000	$12,000	$10,000	$7,000	$5,000	$9,900	20

TABLE 103

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$2,025	$1,200	$1,000	$500	$200	$1,039	22

TABLE 104

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	Unlimited	12	10	6	22
Dollars Per Credit	$62	$50	$44	$35	$17	22
Maximum Reimbursement Per Year	Unlimited	$825	$496	$400	$200	25

REGION 9

TABLE 105

Length of School Year

Pupils	Teachers
182 days - 0 districts	188 days - 1 district
181 days - 0 districts	185 days - 8 districts
180 days - 25 districts	184 days - 7 districts
	183 days - 6 districts
	182 days - 3 districts

TABLE 106

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.7 hours
75% ile	7.5 hours	7.5 hours
Median	7.3 hours	7.5 hours
25% ile	7.0 hours	7.2 hours
1st% ile	6.5 hours	6.5 hours
Mean	7.23 hours	7.32 hours

n = 24

TABLE 107

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
12 days - 1 district	5 days - 1 district
11 days - 0 districts	4 days - 3 districts
10 days - 24 districts	3 days - 2 districts
	2 days - 5 districts
	1 day - 4 districts
	No days - 10 districts

REGION 9

TABLE 108

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
3 days - 1 districts	5 days - 1 district
2 days - 5 districts	3 days - 3 districts
1 day - 8 districts	2 days - 12 districts
No days - 11 districts	1 day - 7 districts
	No days - 2 districts

TABLE 109

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	8.02	6.38	5.17	4.29	2.73	5.46	23
Personal Days	2.54	1.78	1.24	1.05	.53	1.49	21
Other Days	3.62	1.65	.93	.60	.28	1.34	18
Total Days	11.83	8.64	7.87	5.76	4.09	7.87	23

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education

REGION 10

TABLE 110

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	95.8%	4.2%
Hospitalization, Major Medical, Family	91.7%	8.3%
Life, Individual	87.5%	12.5%
Dental, Individual	16.7%	83.3%
Dental, Family	12.5%	87.5%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 24

TABLE 111

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$840	$810	$673	$600	$471	$684	23
Dental	$417	$163	$ 60	$ 52	$ 52	$180	5[a]
Visual	0	0	0	0	0	0	0
Life	$ 49	$ 36	$ 28	$ 23	$ 15	$ 31	21
Prescription Drug	0	0	0	0	0	0	0
Income Protection	$149	$149	$149	$149	$149	$149	1[a]
Total All Premiums Paid	$1,111	$841	$709	$649	$493	$758	23

[a]This distribution included only districts providing the employee benefit.

REGION 10

TABLE 112

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$20,000	$10,000	$10,000	$8,000	$5,000	$10,250	20

TABLE 113

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$1,800	$1,400	$1,000	$700	$500	$1,090	22

TABLE 114

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	24	12	9	3	19
Dollars Per Credit	$50	$42	$40	$30	$14	19
Maximum Reimbursement Per Year	Unlimited	$600	$480	$246	$126	19

REGION 10

TABLE 115

Length of School Year

Pupils	Teacher
183 days - 1 district	187 days - 1 district
182 days - 0 districts	185 days - 0 districts
181 days - 0 districts	184 days - 2 districts
180 days - 23 districts	183 days - 10 districts
179 days - 0 districts	182 days - 7 districts
174 days - 0 districts	181 days - 3 districts
	180 days - 1 district

TABLE 116

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.5 hours	7.5 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.3 hours	7.3 hours
1st% ile	7.0 hours	5.0 hours
Mean	7.4 hours	7.3 hours

n = 23

TABLE 117

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
15 days - 1 district	8 days - 1 district
12 days - 2 districts	5 days - 1 district
11 days - 1 district	4 days - 1 district
10 days - 20 districts	3 days - 4 districts
	2 days - 5 districts
	1 day - 5 districts
	No days - 7 districts

REGION 10

TABLE 118

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
3 days - 0 districts	3 days - 1 district
2 days - 7 districts	2 days - 9 districts
1 day - 7 districts	1 day - 9 districts
No days - 10 districts	No days - 5 districts

TABLE 119

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	9.08	6.42	5.53	3.61	2.37	5.72	23
Personal Days	1.97	1.24	.94	.56	.28	1.05	19
Other Days	1.93	.72	.47	.35	.20	.66	20
Total Days	11.31	8.28	6.90	5.15	3.94	7.16	23

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

REGION 11

TABLE 120

Percent of School Districts Providing Insurance Coverage

Type	Percent of School Districts with Benefit	Percent of School Districts with No Benefit
Hospitalization, Major Medical, Individual	100.0%	0.0%
Hospitalization, Major Medical, Family	95.5%	4.5%
Life, Individual	72.7%	27.3%
Dental, Individual	31.8%	68.2%
Dental, Family	18.2%	81.8%
Visual, Individual	0.0%	100.0%
Visual, Family	0.0%	100.0%

n = 22

TABLE 121

Maximum Insurance Premiums Paid Per Employee Annually by School Districts

Type	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Hospitalization, Major Medical	$876	$710	$660	$642	$408	$668	20
Dental	$243	$163	$ 64	$ 58	$ 58	$129	6[a]
Visual	0	0	0	0	0	0	0
Life	$111	$ 36	$ 27	$ 25	$ 16	$ 36	16
Prescription Drug	0	0	0	0	0	0	0
Income Protection	$ 85	$ 66	$ 59	$ 52	$ 52	$ 68	5[a]
Total All Premiums Paid	$1,124	$796	$741	$668	$467	$769	21

[a]This distribution included only districts providing the employee benefit.

REGION 11

TABLE 122

Face Value of Life Insurance Coverage

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$19,000	$12,000	$10,000	$10,000	$5,000	$10,895	19

TABLE 123

District Retirement Bonuses Granted by Districts Offering This Benefit

99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
$1,400	$1,100	$1,000	$500	$300	$935	17

TABLE 124

Graduate Study Reimbursement

Variable	99% ile	75% ile	Median	25% ile	1st% ile	n
Number of Credits Per Year	Unlimited	18	12	10	6	19
Dollars Per Credit	$65	$45	$35	$25	$15	20
Maximum Reimbursement Per Year	Unlimited	$756	$480	$360	$200	20

REGION 11

TABLE 125

Length of School Year

Pupils	Teachers
182 days - 0 districts	185 days - 2 districts
181 days - 1 district	184 days - 2 districts
180 days - 21 districts	183 days - 6 districts
	182 days - 9 districts
	181 days - 0 districts
	180 days - 3 districts

TABLE 126

Length of Teacher Day

	Teachers	
	Elementary	Secondary
99% ile	7.8 hours	7.8 hours
75% ile	7.5 hours	7.5 hours
Median	7.5 hours	7.5 hours
25% ile	7.2 hours	7.3 hours
1st% ile	6.5 hours	6.0 hours
Mean	7.4 hours	7.4 hours

n = 22

TABLE 127

Leave Benefits

Sick Days Per Year	Other (Emergency, Professional, Religious, etc.)
12 days - 0 districts	9 days - 9 districts
11 days - 0 districts	8 days - 0 districts
10 days - 22 districts	7 days - 0 districts
	6 days - 0 districts
	5 days - 1 district
	4 days - 0 districts
	3 days - 3 districts
	2 days - 3 districts
	1 day - 5 districts
	No days - 9 districts

REGION 11

TABLE 128

Personal Days

Number of Personal Days Requiring Prior Approval	Personal Days Per Year
5 days - 1 district	6 days - 1 district
3 days - 1 district	3 days - 2 districts
2 days - 6 districts	2 days - 7 districts
1 day - 3 districts	1 day - 11 districts
No days - 11 districts	No days - 1 district

TABLE 129

Leave Usage Per Employee, 1976-77[a]

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Sick Days	10.80	6.38	5.69	4.88	3.88	6.10	21
Personal Days	3.33	1.65	1.12	.90	.63	1.35	20
Other Days	3.02	1.23	.94	.72	.43	1.14	16
Total Days	14.13	8.51	7.32	6.38	2.33	7.88	22

[a]Leave usage was calculated utilizing the reported days used from the PSSC OMNI Financial Analysis questionnaire and the number of professional employees from the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

The Relationship of School District Size and Wealth to Fringe Benefit Variables

Administrative decision makers within a school district should analyze numerous factors affecting conditions in their district in order to arrive at points of agreement concerning staffing and salary policies. Comparative data providing information on the nature and range of benefits are always considered important in evaluating proposals. Analysis using the range and nature of benefits does not individualize the data to the district, but merely sets the parameters for thought and discussion.

Two additional factors which begin to personalize the data for districts are those of organization size and economic condition. These differences in size and relative wealth are fundamentally accepted in that all general tax support programs utilize these two variables, singly or in combination, to assist states in their attempt at equal distribution of public funds.

Due to the above assumptions regarding size and wealth, there is general agreement by professionals, the public, and school administrators that these variables do make a difference in many aspects of school district operation. In order to test these assumptions, statistical techniques were used to analyze the data submitted in relation to the variables of size and wealth.

The statistical technique utilized in this report was the Pearson product moment correlation coefficient. This statistical tool compares the interval type data representing each dependent variable and the interval data of the control variables of size and wealth. Size was defined as the school district WADM, while wealth was measured in relation to the Commonwealth's aid ratio. Pearson correlations, represented by r's, express the relationship between variables. The theoretical range for r is from + 1.0000 to - 1.0000, with the negative sign indicating an inverse relationship between variables. Another analysis of the relationship between dependent variables and size and wealth is provided by the size and wealth groups presented in appropriate tables by this publication. Using r plus the degrees of freedom (equals n-2), the level of significance can be determined. Level of significance is a measure of the possibility of the relationship occurring by chance, such as .05 indicates that five times out of 100 the relationship could have occurred by chance. Relationships are normally required to exceed the .05 level in order to be judged significant and not to have occurred due to chance.

Over 30 variables were analyzed in respect to the school district size and wealth. Of the possible 60 relationships, 19 were found to have a statistically significant relationship. A .05 level of significance was used to define statistically significant relationships. Based on bargaining trends, many of the significant relationships were important. In an effort to analyze the relationships involved, the format of this report was divided into the general groups analyzed.

Professional Work Schedules

Length of the pupil year and teacher year were related to size and wealth. As in previous years, district wealth was the dominant variable. This relationship affects the pupil school calendar and the teacher contract year. Personal and other leave provided were related to district wealth as illustrated in Table 130. These

TABLE 130

The Relationship Between Professional Work Schedules and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Length of Pupil Year	Size	.2647	.001
Length of Pupil Year	Wealth	-.3645	.001
Length of Teacher Year	Size	.3362	.001
Length of Teacher Year	Wealth	-.5264	.001
Length of Secondary School Day	Size	.1023	.046
Personal Leave Days Provided	Wealth	-.1521	.010
Personal Days Requiring Prior Approval	Size	.1563	.023
Sick Leave Used Per Employee	Size	.1415	.012
Sick Leave Used Per Employee	Wealth	-.1264	.022
Personal Day Usage	Wealth	-.1328	.023
Total Leave Day Usage	Size	.1208	.026
Total Leave Day Usage	Wealth	-.1344	.015

TABLE 131

The Relationship Between Professional Fringe Benefits and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Life Insurance Amount	Size	.2683	.001
Life Insurance Amount	Wealth	-.1732	.003
District Contribution for Life Insurance	Size	.2340	.001
District Contribution for Life Insurance	Wealth	-.1758	.004
Dollar Amount Credit Reimbursement	Wealth	-.1597	.013
Retirement Bonuses	Size	.2475	.001
Retirement Bonuses	Wealth	-.2359	.001

relationships are consistent with the findings in terms of teacher salaries found in the first report. Sick leave used per professional employee was related to size and wealth with size found to be the dominant relationship. Possibly teachers were able to bargain for more leave benefits in wealthy districts but did, in fact, use a higher number of sick days in larger districts. Large districts could provide a setting of low visibility for teachers hence allowing teachers to use sick days without being observed by the school administration and community members. Also, large districts tend to be located in urban areas where, because of current student discipline problems, teachers could use sick days for psychological recuperation.

Professional Fringe Benefits

The relationship between fringe benefits and the size of the school district was examined in Table 131. The apparent close relationship illustrates the influence of district size. Only large districts were providing greater benefits for professionals and nonprofessionals. It was concluded that one goal of collective bargaining was to even out and equalize fringe benefits throughout comparable collective bargaining units. Whereas the power exerted by instructional personnel through collective bargaining has obtained greater salaries in wealthy districts where more financial resources were available, the same power has equalized the kinds and amounts of almost all fringe benefits. This pattern of adoption of fringe benefits tend to be as follows: they are introduced in several districts throughout the Commonwealth, sometimes in a region; once introduced, these benefits tend to be adopted quickly by neighboring districts; and, in a short time they are incorporated by districts throughout the Commonwealth. The influence of size indicated the collective bargaining power of large professional and nonprofessional units.

SUMMARY

This study was to supply comparative staff and salary data to member districts and to provide broad insights into the relationships between district characteristics and personnel benefits. The two control variables of school district size and economic conditions were chosen on the basis of their common use in day-to-day comparisons. The reader should note that several staff and benefit variables tend to cluster in their relationship with size and wealth. Thus, the tables using size and wealth groups provide insight into specific relationships.

Although bargaining appears to have brought greater salary benefits to teachers in wealthy districts, negotiations have evened out or homogenized fringe benefits. This trend will continue as state assisted local organizations develop and maintain better communications in negotiations and increase their expertise. It was observed for several years that the usage of leave benefits by professional staff members has increased significantly in all districts. In spite of increased leave usage in all districts, a relationship between district size and leave usage was continued in the present data.

In conclusion, the authors hope that the comparative data and the relationships among variables discussed in this report will enhance the rational basis of educational bargaining in Pennsylvania.

APPENDIX A

SIZE CLASSIFICATIONS

Class	Size	Number of Districts
Class S1 (Small)	1665 or lower WADM	35
Class S2	A WADM of 1666 to 2169	35
Class S3	A WADM of 2170 to 2620	35
Class S4	A WADM of 2621 to 3200	34
Class S5	A WADM of 3201 to 3812	34
Class S6	A WADM of 3813 to 4785	34
Class S7	A WADM of 4786 to 6550	34
Class S8 (Large)	A WADM of 6551 to 20000	34
	TOTAL	275

WEALTH CLASSIFICATIONS

Class	Wealth	Number of Districts
Class W8 (Low)	Aid Ratio of .7510 or more	34
Class W7	Aid Ratio Between .6950 and .7509	34
Class W6	Aid Ratio Between .6651 and .6949	34
Class W5	Aid Ratio Between .6111 and .6650	34
Class W4	Aid Ratio Between .5631 and .6110	34
Class W3	Aid Ratio Between .5001 and .5630	35
Class W2	Aid Ratio Between .4001 and .5000	35
Class W1 (High)	Aid Ratio of .4000 or less	35
	TOTAL	275

CLASSIFICATION OF DISTRICTS BY REGIONS

District	Size	Wealth	District	Size	Wealth
REGION 1			REGION 1 (Cont)		
Armstrong	8	7	Franklin Area	6	5
Beaver Valley I.U. #27	4		Freeport Area	4	6
Big Beaver Falls	6	5	General McLane	4	2
Blackhawk	7	4	Girard	3	4
Butler Area	8	3	Greenville Area	4	4
Comm. College of Beaver Co.	4	5	Grove City Area	4	5
Corry Area	5	5	Harbor Creek	3	5
Cranberry Area	3	7	Hopewell Area	7	5
Crawford Central	7	3	Mars Area	4	5
Ellwood City	6	5	Millcreek Township	8	1
Erie City	8	1	Monaca	1	4
Fairview	3	2	New Brighton Area	4	6
Fort LeBoeuf	5	6	North East	3	2

District	Size	Wealth
REGION 1 (Cont)		
Northwestern	4	8
Northwest Tri-Co. I.U. #5	4	5
Oil City Area	6	6
Penncrest	7	8
Riverside Beaver Co.	4	7
Rochester Area	3	5
Sharpsville	3	5
South Butler County	6	5
Southwest Butler Co.	7	5
Titusville Area	5	7
Valley Grove	2	7
Warren County	8	6
Wattsburg	4	7
Western Beaver Co.	2	7
REGION 2		
Allegheny I.U. #3	7	2
Avonworth	2	3
Babcock	4	3
Baldwin-Whitehall	8	3
Bethel Park	8	3
Brentwood Boro	2	2
Chartiers Valley	7	2
Churchill Area	7	1
Elizabeth Forward	7	6
Fox Chapel Area	8	1
Gateway	8	2
Hampton Township	5	3
Highlands	7	3
Keystone Oaks	7	2
Moon Area	7	2
Mount Lebanon	8	1
North Allegheny	8	2
Northgate	3	3
North Hills	8	1
Penn Hills	8	7
Quaker Valley	4	1
Riverview	2	2
Shaler Area	8	2
South Fayette Township	1	4
South Park	4	5
Swissvale	2	2
Turtle Creek Area	2	1
Upper St. Clair	7	2
West Jefferson Hills	7	3

District	Size	Wealth
REGION 3		
Belle Vernon Area	6	5
Burrell	6	4
Canon-McMillan	8	4
Central Greene	5	4
Connellsville Area	8	8
Derry Area	7	6
Franklin Regional	7	4
Greater Latrobe	7	4
Hempfield Area	8	4
Intermediate Unit #1	7	4
Jeannette City	3	4
Kiski Area	8	7
McGuffey	4	7
Monessen City	2	2
New Kensington-Arnold	7	4
Peters Township	6	3
Ringgold	8	5
Southmoreland	5	8
Trinity Area	7	3
Uniontown Area	7	5
Washington	5	3
Westmoreland I.U. #7	7	4
REGION 4		
Athens Area	6	8
Austin Area	1	7
BLaST I.U. #17	1	8
Bradford Area	7	5
Cameron County	2	5
Canton Area	2	7
Coudersport	1	7
East Lycoming	3	7
Galeton	1	6
Jersey Shore Area	6	8
Johnsonburg Area	1	7
Kane	3	8
Montgomery	1	5
Montoursville Area	5	3
Muncy	1	3
Northeast Bradford	1	8
Northern Tioga	6	8
Oswayo Valley	1	8
Otto-Eldred	1	8
Port Allegany	2	8
Ridgway Area	3	6
Sayre Area	3	7
Seneca Highlands I.U. #9	1	8
Smethport Area	2	8
South Williamsport	3	5

District	Size	Wealth
REGION 4 (Cont)		
Southern Tioga	5	6
St. Marys Area	6	2
Sullivan County	1	3
Towanda Area	4	5
Troy Area	4	7
Wellsboro Area	4	6
Williamsport Area	8	4
Wyalusing Area	3	7
REGION 5		
Abington Heights	6	4
Blue Ridge	2	7
Carbondale Area	3	7
Dallas	6	4
Dunmore	4	5
Elk Lake	2	6
Forest City Regional	1	5
Greater Nanticoke	6	7
Hanover Area	4	5
Hazleton	8	4
Lackawanna Trail	2	6
Lakeland	3	7
Lake-Lehman	3	4
Mid Valley	2	2
Montrose	4	6
Mountain View	2	5
Northeastern Educ. I.U. #19	2	5
North Pocono	5	5
Old Forge	2	6
Pittston	7	5
Riverside	4	6
Scranton	8	4
Susquehanna Community	1	7
Tunkhannock	6	4
Valley View	5	7
Wallenpaupack	3	1
Wayne Highlands	6	1
Western Wayne	3	2
Wilkes Barre	8	3
Wyoming Area	6	4
Wyoming Valley West	8	6
REGION 6		
Allentown	8	2
Avon Grove	4	3
Bangor	5	3
Bethlehem	8	1
Boyertown	8	3

District	Size	Wealth
REGION 6 (Cont)		
Bucks County I.U. #22	8	1
Carbon Lehigh I.U. #21	8	1
Central Bucks	8	1
Chester Co. I.U. #24	8	1
Colonial	8	1
Colonial Northampton I.U. #20	8	1
Delaware Co. I.U. #25	8	1
Delaware Valley	2	1
Easton Area	8	3
East Penn	8	4
East Stroudsburg	4	1
Great Valley	7	1
Jim Thorpe	1	1
Kennett Consolidated	4	1
Lehighton	5	6
Nazareth	5	2
Neshaminy	8	2
Norristown	8	1
Northampton Area	8	4
Northern Lehigh	3	6
Palmerton	3	3
Parkland	8	1
Pen Argyl	3	4
Pleasant Valley	3	1
Pocono Mountain	6	1
Pottsgrove	4	1
Salisbury Township	4	2
Saucon Valley	3	2
Southern Lehigh	5	4
Spring Ford	6	1
Stroudsburg	6	1
Upper Perkiomen	5	2
Whitehall-Coplay	7	1
Wilson Area	4	3
REGION 7		
Berks County I.U. #14	5	2
Brandywine Heights	3	4
Cornwall-Lebanon	7	3
Daniel Boone	4	3
E. Lancaster County	6	2
Ephrata	6	2
Exeter Township	5	2
Fleetwood	2	3
Governor Mifflin	7	2
Hamburg	4	3
Hempfield	7	2
Lampeter-Strasburg	4	2
Lancaster County AVTS	5	2
Manheim Central	5	2

District	Size	Wealth
REGION 7 (Cont)		
Oley Valley	3	4
Palmyra	5	3
Warwick	6	3
Wyomissing	2	1
REGION 8		
Bermudian Springs	2	4
Big Spring	5	5
Camp Hill	1	1
Capital Area I.U. #15	5	1
Central Dauphin	8	2
Central York	6	1
Chambersburg	8	3
Conewago Valley	4	2
Cumberland Valley	8	1
Dallastown	7	2
Derry Township	5	1
Fairfield Area	1	1
Gettysburg	6	1
Greencastle-Antrim	5	3
Hanover Public	4	1
Harrisburg	8	3
Lincoln I.U. #12	5	1
Littlestown	3	5
Lower Dauphin	6	4
Mechanicsburg	7	3
Middletown	5	4
Northeastern York	5	6
Northern York County	5	5
South Eastern	3	4
Southern York County	5	4
South Western	5	2
Spring Grove	7	4
Steelton-Highspire	2	2
Susquehanna Township	4	1
Susquenita	4	7
Tuscarora	6	5
West Shore	8	2
West York	5	2
York County AVTS	5	1
York Suburban	6	1
REGION 9		
Benton Area	1	6
Bloomsburg Area	4	3
Blue Mountain	5	4
Central Columbia	4	4
REGION 9 (Cont)		
Central Susquehanna I.U. #16	1	7
Danville	6	4
Halifax	1	7
Lewisburg	3	3
Midd-West	5	6
Mifflinburg	4	6
Millersburg	1	6
Millville	1	7
Milton	6	5
Minersville	2	7
Mount Carmel	3	7
North Schuylkill	5	7
Pottsville	6	5
Saint Clair	1	7
Schuylkill Haven	1	5
Selinsgrove	5	4
Shamokin	6	7
Shenandoah Valley	1	4
Shikellamy	7	5
Southern Columbia Area	2	4
Tamaqua Area	5	5
Tri Valley	1	6
Upper Dauphin	2	7
Warrior Run	4	6
Williams Valley	2	8
REGION 10		
Altoona	8	5
Appalachia I.U. #8	1	8
Bedford	6	5
Bellwood-Antis	2	6
Berlin Brothersvalley	1	7
Blacklick Valley	1	8
Cambria Heights	3	8
Central Cambria	4	5
Chestnut Ridge	3	7
Claysburg-Kimmel	1	7
Everett	3	6
Ferndale	1	7
Forest Hills	6	8
Greenwood	1	7
Hollidaysburg Area	7	4
Huntingdon	5	4
Juniata County	6	7
Juniata Valley	1	7
Meyersdale Area	2	8
Mifflin County	8	6
Mount Union Area	4	8
Newport	1	8

District	Size	Wealth
REGION 10 (Cont)		
Northern Bedford	1	8
Portage	2	8
Rockwood	1	6
Shade-Central	1	8
Somerset Area	5	3
Southern Fulton	1	7
Southern Huntingdon	2	8
Spring Cove	5	6
Tussey Mountain	2	8
Tyrone	4	7
Westmont Hilltop	4	1
Williamsburg Community	1	7
REGION 11		
Arin I.U. #28	3	8
Bald Eagle	5	8
Bellefonte	5	6
Blairsville-Saltsburg	5	6
Brockway	2	6
Brookville	4	7
Central I.U. #10	3	8
Clarion Area	1	2
Clarion Manor I.U. #6	3	8
Clearfield	7	6
Curwensville	2	8
DuBois	7	4
Forest Area	1	2
Indiana	7	2
Keystone	2	8
Keystone Central	8	6
Marion Center	3	8
Moshannon Valley	2	8
Penns Manor Area	1	8
Penns Valley	3	6
Philipsburg-Osceola	6	8
Punxsutawney	7	8
Purchase Line	3	8
Redbank Valley	3	8
State College	8	1
Union	1	8
West Branch	3	8